

# Diversity & Inclusion Benchmarking Survey

## Industrial Products and Services Data Sheet



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574 Corporate Respondents

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5 Regions

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35 Countries



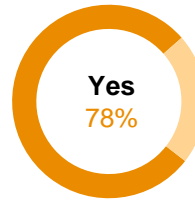
# Industrial Products and Services Data Sheet

Many Industrial Products & Services (IPS) organisations have publicly declared their commitment to Diversity & Inclusion (D&I), but how have they translated strategy into execution and what impact is it having on the employee experience? PwC's D&I Benchmarking Survey seeks to find out.

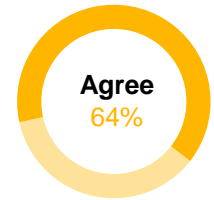
## Organisations are making strides around diversity

IPS organisations are making strides around translating D&I strategy into action: While D&I is a stated value or priority area for 78% of organisations, 64% of respondents do not feel diversity is a barrier to progression at their organisation.

D&I is a stated value or priority



Diversity is not a barrier to progression at my organisation



## However, few D&I programmes reach full maturity

Only 8% of IPS organisations' D&I programmes reach the highest level of maturity when assessed against the four dimensions of PwC's D&I maturity model.



1. Understanding the Facts of Today (UFT): Initiating a continuous data-driven process for understanding the facts of what's happening in the organisation today



2. Building an Inspirational Strategy (BIS): Creating a business-focused vision and strategy for D&I that reflects the reality of today and the real potential of tomorrow

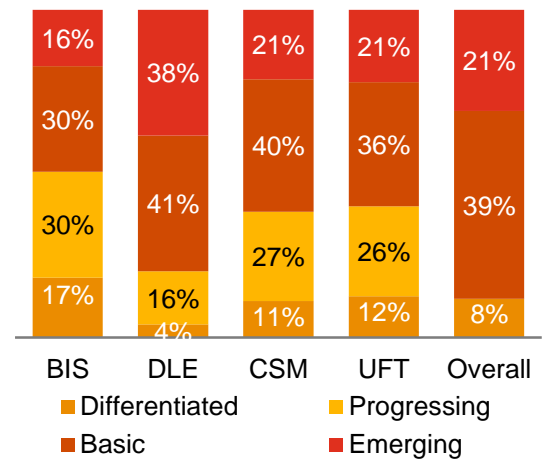


3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational D&I strategy by articulating the business case and establishing supportive governance



4. Creating Sustainable Movement (CSM): Executing the D&I strategy across all elements of the business

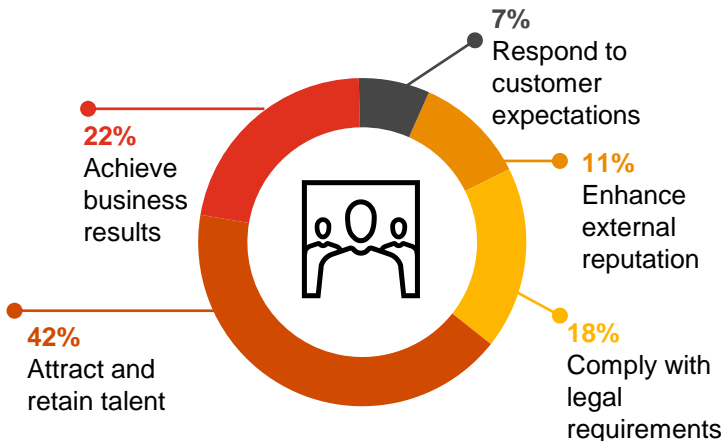
### Degree of programme maturity



## D&I programme goals

Nearly half of IPS organisations surveyed (42%) view their D&I programme primarily as a way to attract and retain talent, but far fewer are connecting D&I directly to responding to customer expectations, or enhancing their external reputation.

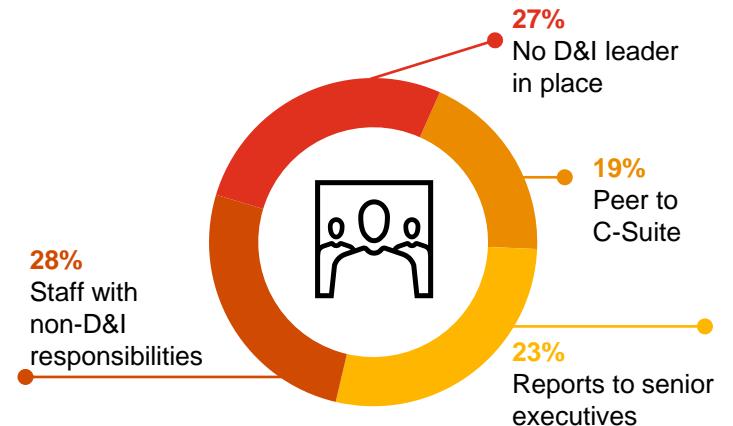
### The primary objective of D&I is to...



## Programme oversight

While D&I survey data indicates that having a C-Suite D&I leader is a differentiator between organisations where diversity is not considered a barrier to progression and those where it is, only 19% of organisations have adopted this programme structure.

### The D&I programme leader is...





## Accountability for D&I results

Tasking leaders with specific D&I goals is key to driving results. Despite this, just under a third of IPS organisations have adopted this practice (30%) and fewer measure progress towards the achievement of these goals.

### How does your organisation drive accountability for D&I results?

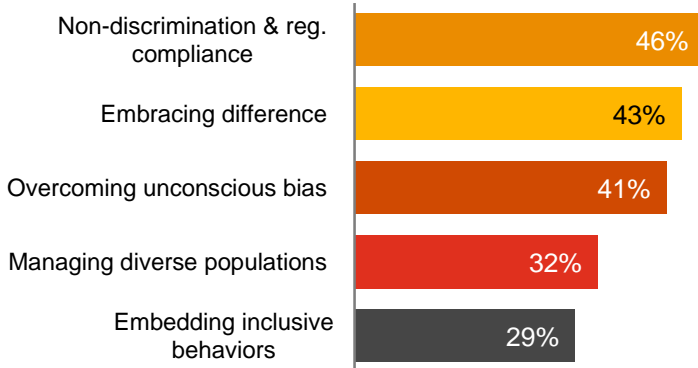
Leaders are tasked with specific D&I goals	30%
Leaders' progress toward meeting their D&I goals is measured	25%
D&I goals influence performance evaluation and compensation outcomes for leaders	19%
D&I goals influence performance evaluation and compensation outcomes for all employees	16%
None of the above	28%



## Training programmes in place

Almost half of IPS organisations (46%) provide training on non-discrimination and regulatory compliance, and nearly the same proportion (43%) are also expanding training to focus on how to embrace differences among employees in the workplace.

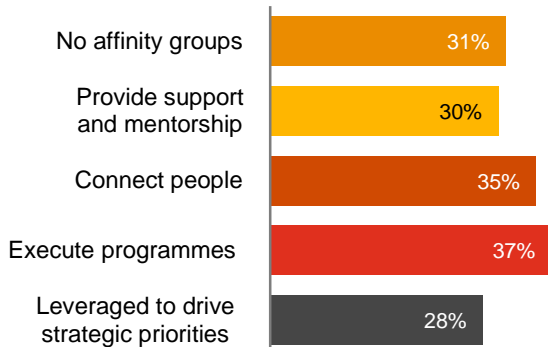
### Training programmes focus on...



## Role of affinity networks/ resource groups

Among the organisations that have affinity groups, they are being used to both connect people and drive strategic priorities. Instituting and leveraging networks in this way is a significant opportunity for the 31% of IPS organisations that still do not have affinity groups.

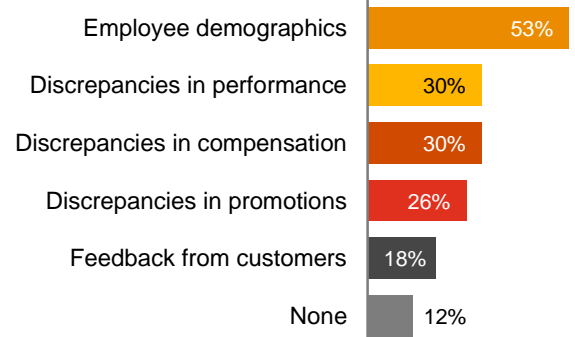
### Affinity groups at my organisation...



## Leveraging data

Driving sustainable change requires effective monitoring efforts. The majority of organisations track employee demographics (e.g., gender), but significantly fewer measure discrepancies in compensation, performance, or promotions based on these attributes.

### My organisation gathers and analyses the following types of data



## Take the D&I Benchmarking Survey

Diagnose the maturity of your organisation's D&I programme, and see how your organisation compares to others in your region and industry.



[pwc.com/diversity-survey](https://pwc.com/diversity-survey)



### Additional reading

[Preparing for tomorrow's workforce today](#): How we work, the place of work within our lives and even what we mean by work are being transformed. What are organisations doing to prepare? And where do they need to step up?

[Out to Succeed](#): Find out what high potential LGBT+ employees want from employers. Are businesses delivering? What more should organisations do to enable LGBT+ talent to succeed?

[Mandatory UK Gender Pay Reporting](#): What do gender pay disclosures tell us? Through first year of required gender pay reporting, we are able to get a detailed sense of the gender pay gap that sits within the UK's key employers.

### For a deeper discussion, contact:



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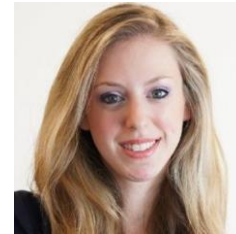


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